



Redruth Team Ministry The Search for a New Rector

Statement of Conditions,
Needs and Traditions
for the Benefice of Redruth
with Lanner and Treleigh in the Diocese of Truro

A Unique Challenge for a Special Person.



The View from behind the Easter
Cross on Carn Brea looking out
across the benefice.





Introduction



The Five churches that make up the Redruth Team are seeking a new Rector who will lead a supportive, effective and collaborative ministry team, and the people they serve, in deepening their faith and spirituality. We need a Rector who will help us explore ways of doing church differently to reach our surrounding communities whilst being sensitive to the needs of a wide range of existing traditions and types of worship across the Benefice.

In January 2024 the five churches become one parish with one PCC with charity status which is indicative of their close cooperation and support for one another whilst at the same time retaining their distinctive local flavour. The

congregations may be ageing but they have huge enthusiasm and creativity with a heart for bringing in younger people and, encouragingly, new people have joined us in recent times. We know that our local area has huge needs, and some parts are amongst the worst levels of poverty in Europe which is often hidden; as a team we seek to welcome, to serve and to help where we can.

This reaching out into the community and providing multiple ways that people can join in with church life is an extension of our Sunday worship and our new rector will need to be flexible in churchmanship and be able to work with that strong and supportive ministry team to give clarity and focus, extending and evolving our vision to live out the Gospel here in Redruth.

The Diocesan vision includes a priority for children and young families [Our Vision - The Saints' Way - Truro Diocese : Truro Diocese](#) and that need is echoed in our team and is also a priority of us.

The Redruth Team presents a unique and exciting challenge in the heart of Cornwall for our new Rector – but they can expect teamwork and prayerful support to develop and extend what are already exciting and vibrant communities.



A new rector of Redruth can expect loving support, an experienced ministry team and a joy in faith and outreach that mixes fun and reflection and a heart for living the gospel life in service of the community. Our profile, together with our website redruthchurch.org.uk, will give you a picture of the person we need to lead us in furthering the Kingdom here in Redruth.



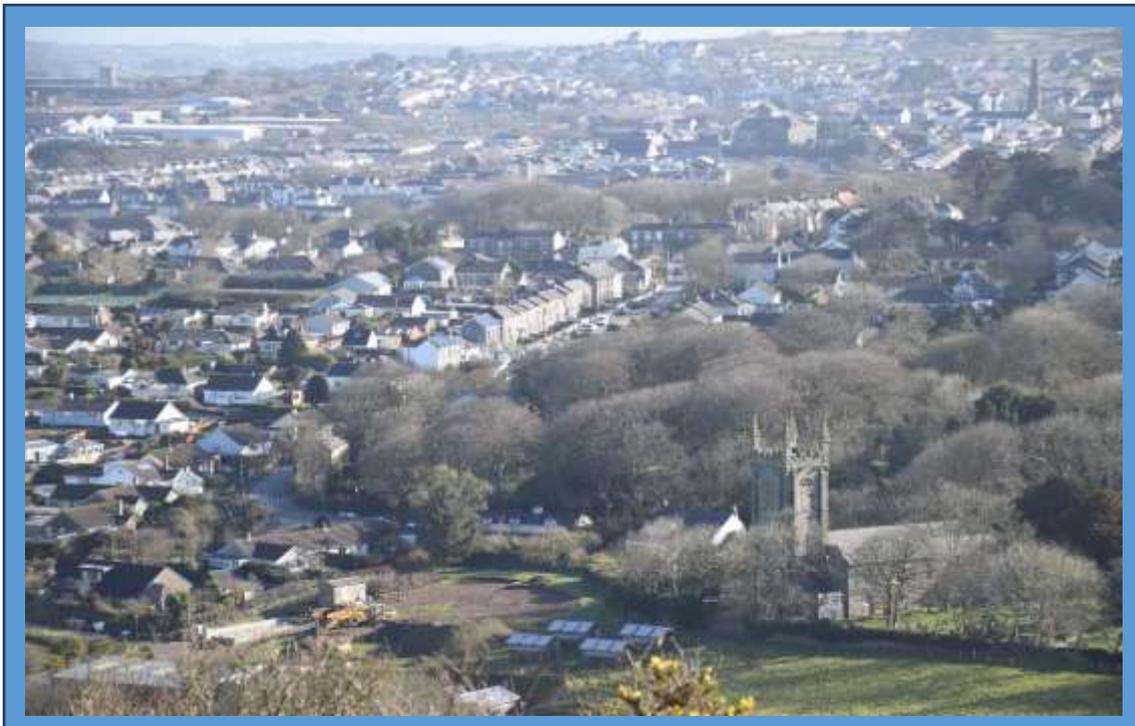
The Benefice of Redruth with Lanner & Treleigh



THE CHURCH OF ENGLAND IN AND AROUND REDRUTH
SHARING GOD'S WELCOME & GROWING DISCIPLES

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The town of Redruth with St Euny Church In the foreground



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OUR BISHOP

In the Diocese of Truro we are deeply committed to following what we call The Saints' Way. We see ourselves as part of a story of the grace of God, made manifest in Cornwall, which stretches back many hundreds of years, possibly to the very earliest days of the christian faith. It's a story that calls us on into the future too, in loving mission, ministry and service.

As we follow The Saints' Way we will be deeply committed to Christ and to all that he calls us to be and to do; and to Cornwall, this very special place with its own particular culture, history and identity.

We can only follow that Way faithfully if we see it as our corporate calling, as the body of Christ. So we encourage ministers of the gospel to come and join us here who are committed to setting the whole people of God free in their God-given calling, to make Christ known here in Cornwall, today.

We are looking, therefore, for people who, on this journey, are imaginative and realistic, creative and determined and are deeply hopeful of a better future

So we seek clergy of missional imagination and heart; those with a pastoral passion for people and communities and their flourishing. We are looking for joyful and hopeful disciples and ambassadors of Christ: people who share the Gospel with energy and commitment, in word and in deed - and above all with love - and who enable the communities they lead to do the same.

We are looking, therefore, for people who, on this journey, are imaginative and realistic, creative and determined

and are deeply hopeful of a better future. But we also want to work with those who recognise that they are not perfect and will sometimes fail, who learn from their mistakes and will take the initiative in seeking reconciliation with others.

We are convinced that all ministers need the support and companionship of others and we help priests in a number of ways so that they never work alone. In this spirit, we encourage those who can forge good relations with others, and actively collaborate with them for the sake of the Kingdom, to join us here in the Diocese of Truro.

I pray that as you consider this opportunity you might discern God's calling and purpose for you in this next chapter of your own discipleship, mission, ministry and service.



**THE RT REVD PHILIP MOUNSTEPHEN
BISHOP OF TRURO**



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OUR ARCHDEACON

A handwritten signature in black ink, appearing to read 'Paul Bryer'.

THE VEN PAUL BRYER ARCHDEACON OF CORNWALL



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A View of the Deanery: Rural Dean Revd Graham Adamson

"Living God's abundant life; sharing the good news of Jesus."

Carmarth North deanery's vision statement sums up our direction and is a real statement of intent. Over the course of 2022 our deanery undertook a process called 'On the Way', a diocese-wide initiative by which each deanery was called to discern a new missional vision that aims to be both fruitful and sustainable. The deanery plan is linked here. [The-Deanery-Plan.pdf](#) (or on the [vacancy page of the Redruth website](#))

Together we arrived at a deanery vision statement as follows:
Living God's abundant life; sharing the good news of Jesus



The map here locates Redruth with Lanner and Treleigh in relation to the other parishes of Carmarth North Deanery shown in blue. There are 18 churches in the deanery, divided between four ministry areas. As you will read elsewhere in the profile, the parish is wonderfully diverse, from beautiful wilds, agricultural land, industrial estates, the villages and the town with its mix of heritage and creativity. This is reflected right across our deanery which combines some of the best of Cornwall right on our doorstep.

The next Rector of Redruth joins us at a time of significant change, with the parish of St Illogan also in vacancy at the time of writing. The deanery chapter has

a reputation for collegiality and friendship across the differences of churchmanship, and we look forward to welcoming our new members in the not too distant future!

With my prayers and best wishes

Graham Adamson

Rev Graham Adamson-
Rural Dean & Deanery Missioner
Carmarth North Deanery

"Living God's abundant life; sharing the Good News of Jesus."



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The Local Area



Applicants are strongly encouraged to look at the website for in-depth articles about the area, the churches, the ministry team and the people. www.redruthcchurch.org.uk

For an accurate picture of the County of Cornwall you might like to watch: [BBC iPlayer - Cornwall with Simon Reeve](#) and its follow up programme.

For a more satirical view – Dawn French’s Radio programme on [BBC Sounds – “Wosson Cornwall”](#)

Redruth has a population of about 15,000 people, about a third of the total in the Camborne Redruth conurbation making it one of the most densely populated in Cornwall and it presents a wonderful challenge for a new rector.

Geographically, it sits alongside the A30, the main arterial route to the rest of the country and also on the main railway line with direct services to major cities. The town lies four miles from the North Coast and its rugged surfing beaches and eight miles from the South coast noted for calmer seas, sailing and tourism but surrounding Redruth are the remains of hard rock mining that once made it one of the richest towns in the land.

The demise of tin and copper mining caused the collapse of the local economy and so parts of the benefice are amongst the most deprived in Europe which presents a special challenge for ministry.

Although unemployment rates are low, many jobs are low paid and seasonal leading to problems of unaffordable housing. The coastal areas are popular with second homeowners which means that properties in and around Redruth are in great demand from local people driving up the price of property whether to buy or to rent. The Rectory is a modern four-bedroom detached property in a quiet area of the town close to a cricket ground, a rugby field and one of the primary schools and very close to the scenic, historic walks of the “Great Flat Lode”.



So while the challenges of the area are complex, the compensation is the wonderful surroundings populated by a friendly, welcoming people.



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Our Vision

Our vision is to work as a team of five churches (plus Four Lanes Methodist Church), building faith as a central part of our local communities. Each congregation is enthusiastic in developing its own identity through recognising and supporting the gifts of its members through loving, caring attitudes and determination to serve the community becoming ever-more productive as they work together, sharing aspirations, workload and successes. But importantly the links between the churches and the determination to help each other makes ours a true team ministry.



We are building vibrant communities through worship and discussion, through community ventures such as food-pantries and warm spaces, toddler groups and, through the arts and other alternative ways of reaching the communities outside church.

Through the practical loving of our surrounding communities we hope that people will come to meet Jesus and find it easy to step over the thresholds of our churches.

Our regular study and home groups have been an important part of building faith and are integral to building our vision for the Team. Details of future activities and courses can be found in the Five Alive Magazine available on the website, but past themes have included materials as diverse as 'Living in Love and Faith', lent and advent courses, the Sunday Readings, and discussions around the BBC series on Scotland's Sacred Islands.



Here's what people think from just one of the groups:

'Eager anticipation each week of what thoughts, conversation and songs we will share.'

'Starting and ending in prayer, with fellowship at the centre, it keeps me coming back, week after week.'

'This has been such an uplifting experience. I've learned a lot about my attitude to prayer and made closer friendships.'



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Our Churches and Their Communities

Please see the website www.redruthchurch.org.uk for fuller accounts and more detail.

The five churches that make up the Redruth Team have a welcoming, open-hearted love of their communities, would describe themselves as inclusive and non-judgemental and all demonstrate a desire to bring others to know and share in the love of God.

Each church has its own facilities, and each church leads and takes part in a huge number of events and initiatives with a healthy support of each other's efforts. The facilities and events are listed elsewhere.



St Andrews Pencoys and Christchurch in Lanner are currently looked after mostly by one of our PTO Priests but are both very different. **Pencoys** is closely linked with **Four Lanes Methodist Church** and services alternate between the Church and the Chapel under the acronym **FLAPJACK** (*Four Lanes And Pencoys Join And Cheer the King*). That close link with the Methodist Church was formalised by the Bishop and the Chair of the Methodists in Cornwall, allowing ordained ministers to preside at communion in both venues. That union is at the heart of the village and is supported by the relationship with Pencoys School, the village pub and the male voice choir etc. A new Rector would be part of developing the amazing work that has already been done.

Christchurch in Lanner has a thriving Sunday School which takes place within the service in a side area of the church, the children being called upon to serve, ring bells and process! It hosts the one BCP eucharist in the Team in its midweek service. There are good links with the local methodists and Lanner school and like Four Lanes, their food pantry which is always open is well used by those struggling in the community.

The St Euny congregation may be small but in recent times has produced a Reader/LLM and a Pioneer Minister in training. The congregation is proud of their mining heritage and the support of English Heritage and host a mining service each year. There is a mixture of ordained and lay led services. They are strongly focussed on outreach through the open café which is well attended and provides an important service especially to the lonely.



The pictures that follow on the coming pages give testament to our investment in reaching out to the wider community.

St Stephens Treleigh has an industrial estate, a primary school and popular pub



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as its neighbours but has a lively congregation who are wonderful at supporting initiatives around all the churches. Pastoral visiting and the care of others is a particular strength as is their enthusiasm and commitment planning their own weekly drop-in aimed at the parents of Treleigh School.

St Andrews Redruth is closest to the centre of the town enjoys its traditions of using incense and having robed servers. It hosts community events and the civic services and has a close relationship with the all the local schools under the banner of the Redruth Learning Group. Redruth is a town known for its artistic life and the church is no exception in its own creativity and in hosting others and encouraging new projects that will build the town community.



Initiatives and Events Across the Team

Across the team there is a huge range of activities which help bring in the surrounding communities and or provide faith building opportunities for those in our churches.

In recent times the 'warm bank' project has furthered the work of the food bank and food pantries encouraging people to stay to eat breakfast and to chat to the volunteers who run it. People from across the congregations assist and it has been wonderful to see the development of pastoral vocations.

The St Euny Open-Café evolved into a support group for vulnerable people who were at risk of isolation, and the decision was made to combine the day in which we held our weekly service of Holy Communion with the Open Café. Since the end of the pandemic, it has seen an extraordinary growth.

You can read Lucie's article on the St Euny web Page linked here: [St Euny's Page](#).

We try to open our churches as much as possible to provide places of reflection and calm in amongst all this activity.



St Andrews Redruth houses the Benefice Office and all our churches have halls attached or close by which are a key resource in our work.



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The Annual Arts Festival week is timed to coincide with Murdoch Day in the town and brings in the artistic community as well as schools and of course the people of the town to see the exhibits – always on a theme.

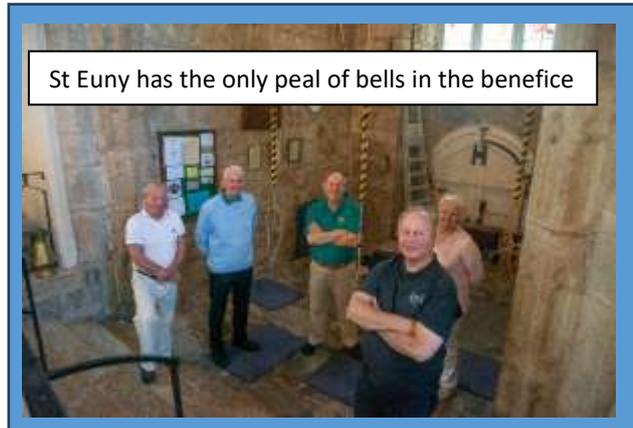


Workshops have included aerial dance, circus skills, storytelling, clay and craft and dance. The poetry, pints and pasties evening is very popular bringing in numerous people from the surrounding area and the festival provides wonderful opportunities for a new rector to get to know people.

On the St Andrews tab on the webpage (redruthchurch.org.uk) there are links to past festivals with photographs and video!



Social groups of all sorts from the Treleigh Ladies to the Crafty People and from the open café to the Redruth Randoms musical evenings all help us connect with those who don't normally attend services, giving opportunities for outreach.



The St Euny open café, the Crafty People in the Crypt

We give, we create, we chat, we have fun, and we pray.



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The Ministry Team

The ministry team has grown in recent times and is comprised of an eclectic group of ministers with different styles of churchmanship and levels of experience. We are always seeking to discover and encourage the vocations and gifts of our people and to enable them to learn and seek appropriate training. We are reflective about what we do and always seeking to learn and to improve and the last year has seen the addition of a newly trained reader, a parish nurse and a pioneer minister in training to our two 'retired' priests, a curate and a reader. The team provides a solid base of support for the rector, acting as a sounding board and a place of ideas but above all a place of care and prayer.



The main team meets weekly for fellowship, to discuss the lectionary readings for the coming Sunday and a full agenda of topics that support the Rector in their role. Meetings are open and honest with occasionally robust discussion but always with a sense of humour. We have an administrator who supports the Rector and the ministry team working 10 hours per week and occasionally more if needed but duties do not include attending meetings. The administrator works from home and in the Benefice office.

Part of the wider team includes worship leaders, and the ZOOM morning prayer has encouraged some people to lead intercessions and read in the main church services. The Dhiworth-an-Gollon (From the Heart) ladies' singing group leads creative services such as the Good Friday watch and Town Carol Service.

Further details of personnel can be found on the Team website.

[Who's Who in The Team? - The Benefice of Redruth with Lanner & Treleigh \(redruthchurch.org.uk\)](http://redruthchurch.org.uk)

The Rev'd Haley Preston chaplains for five care settings linked with the Benefice.



Dhiworth-an-Gollon lead the Carol Service with Redruth Town Band at a full St Andrews Redruth.



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Worship and Services across the Team

CHURCH	1st Sunday	2nd Sunday	3rd Sunday	4th/5th Sunday	Weekdays
ZOOM SERVICES	Morning Prayer Monday – Saturday 9 a.m.				
St. Andrew Redruth	09.30 Informal HC	09.30 Holy Communion	09.30 Holy Communion	10.30 BENEFICE SERVICE *	10.00 Wednesday HC
St. Euny Redruth	11.15 Holy Communion	11.15 Service of the Word	11.15 Holy Communion	10.30 BENEFICE SERVICE *	13.30 Wednesday HC
				18.00 Evensong (BCP)	
St. Andrew Pencoys alternates with Chapel	11.15 HC Chapel	11.15 Family Event	11.15 Service of the word - Chapel	10.30 BENEFICE SERVICE *	18.00 Wednesday HC
	6.00 First Sunday Event – alternates with CC Lanner	12.30 Holy Communion			
			18.00 HC Church		
Christchurch Lanner	09.30 Holy Communion	09.30 CHAMP	09.30 New Music HC	10.30 BENEFICE SERVICE *	11.00 Wednesday (BCP)
		15.00 Holy Communion			
St. Stephen Treleigh	11.15 Informal HC	11.15 Holy Communion	11.15 Holy Communion	10.30 BENEFICE SERVICE *	10.00 Thursday HC
Rotating around the 5 Churches and Chapel *	10.30 BENEFICE SERVICE 5th Sundays are always Benefice Services - ('Last' Sundays until the appointment of a new rector) Healing Service on the 1st Tuesday of the month				



The Gospel is proclaimed at a recent benefice service at St Andrews

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The Redruth Randoms Musical group.

Teamwork

Church yard clean-ups and garden parties!



Holiday Club 2023 pose on the bridge in Trebah Gardens.



Warm Bank and Open Café Initiatives across the Benefice



Redruth, Lanner and Treleigh's mining history is embedded everywhere in the local landscape and each year we remember those whose skills and determination are commemorated in the stones left behind.

St Euny is the focal point.

Pictured: the open-air Service at Wheal Bassett stamps for the mining festival.



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Our Schools

We have a good relationship and close ties with all the schools in our area. All are adjudged by OFSTED as being at least 'good' and most have academy status. None are Church Schools, but faith initiatives are generally well received.

The schools make good use of all the churches for services, presentations and lessons and we work hard at providing opportunities for connection. The best example of this is probably the annual arts festival where the schools are invited to send children for free creative workshops which have ranged from craft to team building challenges and from community sculpture to drama.



Along with the other Christian denominations we are welcomed to take assemblies on a regular basis. Currently there is no "Open-the-Book" team, but this might be something to investigate in the future, especially if we can forge closer links with other denominations.



Penoweth School <https://penoweth.croftymat.org>



Pencoys School <https://pencoys.croftymat.org>



Trewirgie Infant School <https://www.trewirgie-inf.cornwall.sch.uk/web>

Trewirgie Junior School <https://www.trewirgie-jnr.cornwall.sch.uk/>

Lanner Primary School <https://Lanner.croftymat.org>

Treleigh Community Primary School <https://www.treleigh.cornwall.sch.uk>

Redruth School (11-16) <https://www.redruth.cornwall.sch.uk/>

Curnow School (special School) <https://www.curnow.cornwall.sch.uk/>



Students leaving Redruth School go on to take A Levels and tertiary education at either Cornwall College <https://www.cornwall.ac.uk/> nearby in Pool or Truro College <https://www.truro-penwith.ac.uk/> which is a thirty minute bus ride away.



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Safeguarding Statement

There is a strong commitment to Safeguarding across the Team and each church has a safeguarding officer who has undergone leadership level training.

The safeguarding officers are overseen by a Safeguarding coordinator for the team who is also a diocesan volunteer trainer.

We have united events for safeguarding training including Domestic Abuse awareness. The Team uses the Parish Safeguarding Dashboard and the Safeguarding hub for keeping track of safer recruiting.

We have a strong record of providing training for everyone not just for those for whom it is required. This includes bespoke training where appropriate and makes use of ZOOM as well as meeting face to face.

Safeguarding is seen as part of good discipleship and integral to our outreach work.



It is not just the organ and bells at St Euny sometimes....

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Our New Priest

Rector of Redruth Responsible for
the Team of Five Churches,



Essential	Desirable
Be an experienced team leader (in any context) having a heart for identifying and encouraging vocations in the widest sense of the word.	
Excellent communication skills, a pastorally minded active listener, comfortable with talking to young and old alike.	Have experienced or have perspective of working life beyond the church.
Be inclusive, with a heart for diversity- a servant who serves <i>all</i> God's people with tenderness and humility and open arms.	Be competent with Information Technology including ZOOM.
Be a person of prayer and sensitive to the call of the Holy Spirit for themselves and for their people, with the ability to help us in evolving and developing our vision.	Can show experience of working with young people and children, and the frail elderly and/or housebound.
Be flexible and able to work with a range of churchmanship valuing individual traditions and have a heart for ecumenism across denominations and faiths, especially in building relationships with the Methodist Circuit.	Understand what is required to work with deprived communities.
Have a good sense of their own strengths and weaknesses and ability to delegate appropriately.	Full driving licence

One of our church wardens summarised the need as,

"the person should be intuitive and possess an emotional intelligence to enable them to work effectively within the team and the people of Redruth, and to quickly comprehend and grow to love the unique character of this wonderful area of Cornwall'."



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Vicarage

The Rectory Is a modern 4-bedroom detached property in a quiet area of the town close to a cricket ground, a rugby field and one of the primary schools and very close to the scenic, historic walks of the "Great Flat Lode".



Contacts

Redruth Team Administrator: enquiries@redruthchurch.org



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Redruth Benefice Financial Information and Statistics

2022

	Redruth PCC St Andrew Redruth, Pencoys and St Euny	Treleigh PCC	Lanner PCC	Total
	£	£	£	£
Income				
Voluntary income and gift aid	54,870	15,329	11,046	81,245
Grants	5,617	2,435	2,882	10,934
Fundraising	5,618	1,833	1,135	8,586
Fees	10,234	4,596	141	14,971
Rental and other income	6,602	-	2,104	8,706
Insurance claim	2,709	-	-	2,709
	85,650	24,193	17,308	127,151
Expenditure				
Mission, donations and evangelism	3,288	-	600	3,888
MMF	35,000	12,000	10,275	57,275
Salaries and honoraria	5,372	1,200	50	6,622
Church running expenses	17,382	5,800	5,348	28,530
Utility bills	9,080	3,308	3,511	15,899
Major repairs and insurance claim	14,684	-	-	14,684
	84,806	22,308	19,784	126,898
Surplus/(deficit for year)	844	1,885	-(2476)	253
Reserves at 31 December 2022 (after transfers)				
General reserves	47,346	14,571	6,183	68,100
Designated reserves	34,639	-	-	34,639
Restricted funds	6,409	1,598	361	8,368
	88,394	16,169	6,544	111,107
Other Statistics				
Electoral Roll	96	38	25	159
Regular congregation- adult	63	17	18	98
Regular congregation- child	6	1	4	11
Weddings	11	6	0	17
Funerals	18	14	3	35
Baptisms	16	16	0	32

